



Illinois Federation of Teachers
A Union of Professionals

www.ift-aft.org

September 27, 2013

Illinois Educational Labor Relations Board
160 North LaSalle Street, Suite N400
Chicago, IL 60601

Commissioner Conrad Bowling
Federal Mediation and Conciliation Services
1530 American Way, Suite 120
Greenwood, IN 46143

Mr. Tom Lockman
Champaign Unit School District 4
Mellon Administrative Office
703 S New Street
Champaign, IL 61820

RE: Latest Offers (CORRECTED)

Please find attached the Union proposals from the bargaining table as of 11pm
on September 25, 2013

Sincerely,

Cathy Mannen

Cathy Mannen, President
Champaign Federation of Teachers

Attachment



An affiliate of the
AFT, AFL-CIO

30M/10/10





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September 26, 2013

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Champaign Federation of Teachers contract proposal summary

Teachers in Champaign have made financial sacrifices for the past 8 years to help the district remain in solid financial shape. Over that time period, increases to the salary schedule have not kept up with the cost of living and the overall value of the contract has decreased. Teachers have also made concessions in insurance and other benefits. Now that the district has almost \$24 million in surplus funds, teachers believe the district can afford to provide an increase that will help slow this backward trend.

The school district is in good financial shape today because of those concessions. The district just hired 15 new positions and still increased the surplus in the education fund by over \$600,000 this year. The education fund has an overall surplus of almost \$12 million and the working cash fund has a surplus of another \$12 million.

The district has seen a continued increase in local revenue. Local property tax revenue has increased by almost \$7.5 million since 2010. Revenues have increased by approximately \$17 million since 2007.

Despite all of these very positive financial gains, the school board is only offering teachers a 1.3% increase to the salary schedule for 3 years. This continues the trend of moving teacher salaries backwards.

Teachers are very frustrated with this trend and are disappointed that the people who teach children every day are not a financial priority for this district. The board's own financial presentation showed that dollars spent on teacher salaries has remained flat over a number of years.

We should be clear that step increases included in the contract were never intended to be cost of living increases. These separate increases, which are approximately 1.6% for younger teachers, are for the increase in experience and skills that come with longevity. They are common in every school district's contract and they play a key role in attracting and retaining quality teachers in Champaign.

The union's current proposal of a 3.65% increase to the salary schedule would help restore some of the losses from previous years while not forcing the district to spend a large portion of its surplus funds.

The union is only asking for a one year contract, so there is no long term effect. Even a 3-year contract that the district is proposing doesn't affect any long term concerns. The union always takes the district's financial condition into consideration when bargaining a new contract and has a solid track record of making concessions when necessary.

Teachers also want to maximize the amount of time they spend teaching and that's why contract language has been proposed that would limit the amount of non-teaching time spent during a teacher's day. The union believes the district can adjust schedules to make this happen without the need to hire additional staff.

Champaign Federation of Teachers Local 1925, IFT/AFT/AFL-CIO

Union Items on the Bargaining Table as of 11pm, September 25, 2013

Teacher Evaluations

Article VI, Section B, (2) (f)

f. If a teacher feels a formal, written evaluation is incomplete, inaccurate or unjust, the teacher may put the objections in writing and have them attached to the evaluation report. If such evaluation is an "Unsatisfactory" or "Needs Improvement", the teacher may forward their written objections to the Joint Committee.

Cost Estimate: There is no cost to the district for this proposal. It merely requires them to receive a letter.

Non-teaching supervision limit for elementary teachers

Article VI, Working Conditions -- New Section

T. No elementary teacher shall be assigned more than 20 minutes non-teaching supervision per day.

Cost Estimate: The Union believes this can be accomplished through scheduling and would not necessitate any additional staff. Therefore, there would be no cost to the district.

Paid Administrative Leave

Article VII, Leaves and Transfers - New Section O

O. ~~On the second day~~ Within three (3) days of the start of a teacher's paid administrative leave, the teacher, the union CFT president, and the superintendent or his or her designee, shall meet to review the reasons why the teacher was placed on such leave.

No reference to any paid administrative leave shall be retained in any teacher's personnel file.

The following protocol shall be followed for re-entry to the teacher's classroom following paid administrative leave:

- 1) A letter of support shall be provided to the teacher from the principal when the teacher is notified that he/she may return to work. Such letter shall indicate the administrator's high level of confidence in the teacher's professional abilities and talents.
- 2) When a false accusation is made by a student that results in a teacher being placed on paid administrative leave, immediate and effective administrative follow-through regarding student discipline shall result. In this type of situation, the student's action should not be treated as a "first offense" (even if it was), given the fact that it resulted in a teacher being placed on leave and irreversible damage to that teacher's character and reputation has occurred.
- 3) If requested by the teacher, the building administrator shall offer to meet with the parent(s), student(s), and teacher. CFT representation shall be offered.
- 4) Before the teacher returns to the classroom, a conference shall be held with the building administrator and the teacher (Union CFT representation shall be offered) to discuss successful re-entry into the classroom and the support the teacher feels is needed. If the teacher requests, the building administrator shall attend class to send the message that the administrator has confidence in the teacher's professional abilities and judgment.
- 5) If desired by the teacher, the building administrator shall follow up with students involved in the alleged incident as well as students interviewed, and classes that may have been disrupted as a result of the paid administrative leave. This purpose is to address possible rumors and for the administrator to show support and confidence in the teacher's professional abilities and judgment.

Cost Estimate: Since this language only requires the district to provide meetings and letters, the Union estimates there is no cost to the district.

Health Insurance for Years 2 & 3 (if needed)

The Union is only proposing a one year contract. Language for health insurance for this year has already been tentatively agreed to. Since the district is proposing a three-year contract, the Union is reserving its right to propose language on health insurance and its costs for Years 2 and 3 if the need arises.

Cost Estimate: At this time, since nothing is on the table, there is no cost to the district.

Salary Adjustments

Article VIII, Section K (5)

5. The 2012-2013 2013-2014 salary schedule is included in the appendices of the contract. All salary figures are gross salary plus Board paid retirement. Teachers on the salary schedule will receive a Step increase plus ~~1.4%~~ 3.65% (three and sixty-five one-hundredths) on base, ~~resulting in a 3.0% cost to the District.~~ Teachers who are off schedule will receive a ~~3.0%~~ 3.65% (three and sixty-five one-hundredths) increase.

All employees on the salary schedule shall move forward one step with the start of the new academic year. Employees on step 21 move "off schedule" and shall receive the salary increase negotiated for employees "off schedule."

Cost Estimate: Because the Union does not have the salary data on the people who resigned last year, the Union estimates the cost of this proposal to be between \$695,000 and \$1,300,000.

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	PHD
	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7	Range 8
1	41,155	42,281	43,545	44,942	46,499	48,187	50,014	51,985
2	42,788	43,939	45,233	46,810	48,392	50,119	51,988	54,002
3	43,473	44,624	45,918	47,631	49,214	50,942	52,810	54,825
4	44,158	45,309	46,604	48,453	50,037	51,764	53,633	55,647
5	45,529	46,680	47,974	50,098	51,681	53,407	55,278	57,292
6	46,214	47,366	48,659	50,921	52,504	54,230	56,099	58,114
7	46,899	48,050	49,345	51,743	53,325	55,051	56,922	58,936
8	47,584	48,735	50,029	52,565	54,147	55,874	57,745	59,759
9	48,955	49,421	50,852	53,388	54,968	56,696	58,566	60,581
10	50,189	50,339	51,674	54,210	55,792	57,518	59,389	61,404
11	50,189	50,791	52,496	55,033	56,614	58,341	60,211	62,225
12	50,627	51,477	53,319	55,854	57,435	59,163	61,033	63,048
13	51,229	52,161	54,141	56,677	58,259	59,986	61,856	63,870
14	51,229	53,531	54,964	57,500	59,081	60,808	62,678	64,692
15	51,229	54,764	55,785	58,321	59,903	61,905	64,049	66,064
16	51,229	54,764	56,608	59,144	60,726	63,001	65,419	67,433
17	51,229	55,386	57,979	59,966	61,548	64,097	66,789	68,805
18	51,229	56,177	59,212	61,122	62,733	65,332	68,077	70,131
19	51,229	56,177	59,213	62,300	63,944	66,592	69,390	71,522
20	51,229	56,177	60,007	63,702	65,356	67,999	70,816	72,923
21	51,229	56,177	60,982	65,154	66,788	69,431	72,231	74,325